



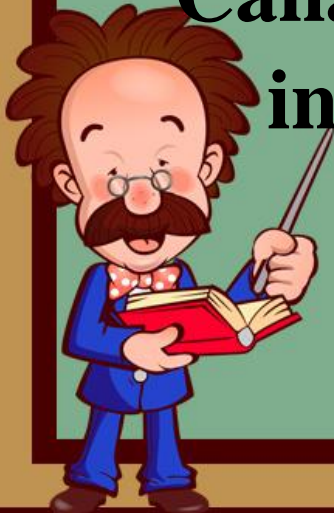
3.5 Values and Social Change in Canada

Pluralism in Canada

- **SINGULARITY**

- The belief that everyone in society should act and think the same way.

- Canadian Society operates on pluralism and inclusiveness.



Pluralism in Canada

- **Pluralism**

- Widespread acceptance of different:



- Culture



Pluralism in Canada



Religion



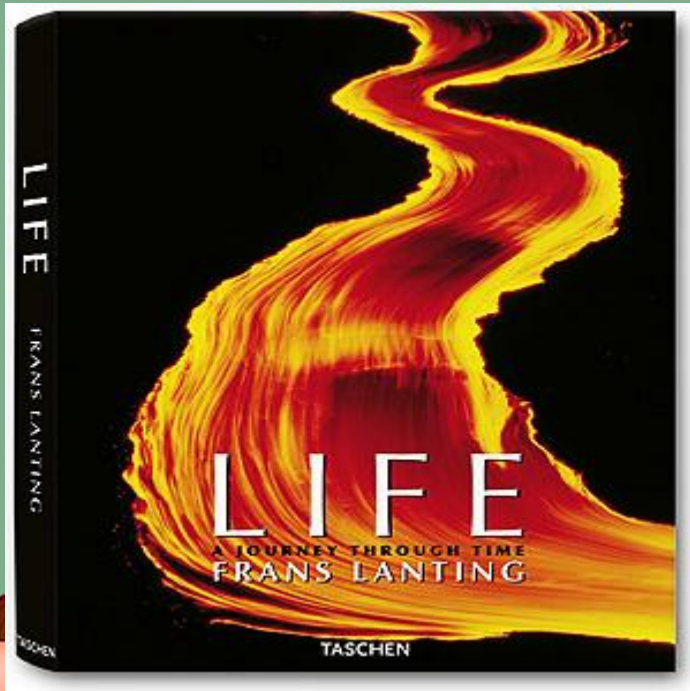
Pluralism in Canada



Values



Pluralism in Canada



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Whether it's Misha Barton's jean shorts, Eva Longoria's and Jessica Alba's flip flops, Cameron Diaz' dress or Katherine's Heigl's suit, you can own them yourself by going to StarStyle.com.

Lifestyle



Pluralism in Canada

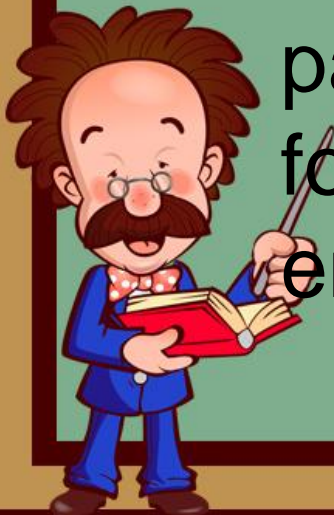
- **Inclusiveness**

- all law abiding people, regardless of their particular background or circumstances, should be able to play a constructive role in the life of the nation.



Inclusiveness Examples Making Gains for Women

- Historically in Canada women had lower participation rates in the workforce.
- Participation rate calculated by the % of a particular age group (16-64) available for paid work who are actively employed in the paid economy.



Inclusiveness Examples Making Gains for Women

- Typically over 80% of men participate in the paid economy
- The remainder are in:



Inclusiveness Examples Making Gains for Women



UNEMPLOYMENT

sucks when your job gets blow'd up



Inclusiveness Examples Making Gains for Women



Inclusiveness Examples

Making Gains for Women

- Not looking for



Inclusiveness Examples Making Gains for Women



Inclusiveness Examples

Making Gains for Women

- Female participation rates have climbed from 38% (1970) to 50% (1980) and to 58% (1992) to 63% (2008)
- Sociologists have concluded that the worldwide increase in female participation rates are caused by:



Inclusiveness Examples Making Gains for Women



Inclusiveness Examples Making Gains for Women



Inclusiveness Examples Making Gains for Women

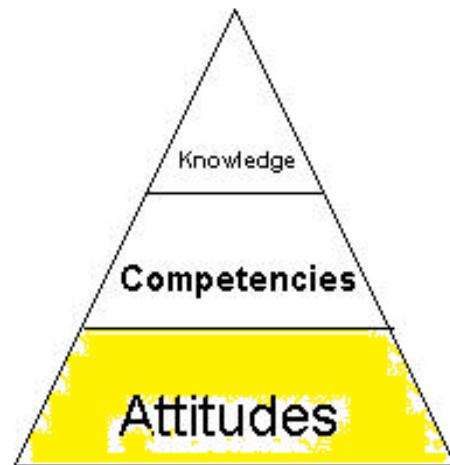
- ↑ rates of



Inclusiveness Examples Making Gains for Women



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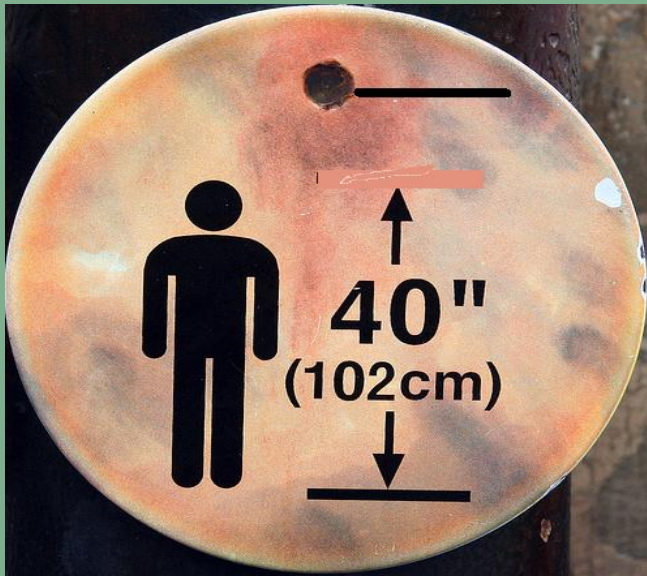
Inclusiveness Examples Making Gains for Women



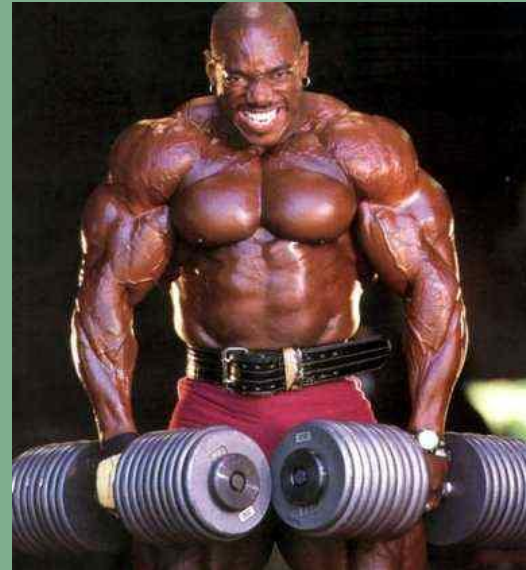
The Employment Equity Act

- **Systemic Discrimination**
 - A system exists that favours one or some groups over the others in terms of hiring, benefits, promotions and pay increases





And



For jobs such as



The Employment Equity Act

- While racial minorities, aboriginal, and people physically or mentally challenged continue to run into barriers associated with discrimination, white women have made headway



The Employment Equity Act

- Significant step was in 1986 when Employment Equity Act was passed.
- Its purpose was to tackle systemic discrimination.
- Act identifies four target groups:



The Employment Equity Act

- 1.



The Employment Equity Act

- 2.



The Employment Equity Act

- 3.



The Employment Equity Act

- 4.



The Employment Equity Act

- It requires that employers develop policies the target groups with workplace equity by hiring goals for each target group (federally regulated industries)

– Another feature of the act was to provide **equal pay for work of equal value**



The Employment Equity Act

- This means that job classifications must be compared for the skills they require, their responsibilities, working conditions and the work required
- All jobs scoring equally according to these categories must be paid at the same rates



The Environment and Social Change

- Dominant Paradigm:
 - Humans have a duty to create material wealth to make this and future generations richer, and a right to dominate, change or even corrupt the natural world in order to do so.



• Believed by most in industry and business

The Environment and Social Change

- **Alternative Environmental Paradigm**
 - Rejects dominant paradigm
 - Society must place a higher importance on non-material values, encourage stronger communities built on better personal relationships, and act with a greater respect for nature

